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JUL 28 1995

A NEWSLETTER FOR ALBERTA AGRICULTURE STAFF

Agknowledge

June, 1995

ittle blooms on the prairie

eather Gerling *(left), reclamation specialist with the public lands branch, helps a Vernon Barford udent transplant pussytoes in the prairie space just south of department headquarters. The pilot roject is designed to help students learn the art and science of restoring native Prairie.*

Duke surfing in 13 districts

Thirteen district offices are now surfing sites.

As part of *Project Barley*, Grande Prairie, Stony Plain, Leduc, Vegreville, Camrose, Wetaskiwin, Lacombe, Stettler, Innisfail, Olds. Three Hills, Airdrie and Strathmore have computer kiosks. Area farmers can come into the office and go surfing with Duke on the Internet.

About 130 farmers and their home computers are also involved with the eight-week pilot project.

For more detailed information about *Project Barley*, call 427-2101 or 147-2101 and ask for project mascot Duke. The e-mail address is duke@agric.gov.ab.ca and the Internet address is http://www/gov.ab.ca/~agric

lew dates June 21-22

HI TE CH ON DIS PLAY AT J.G. O'D

Come see how high tech our department during a two-day *Computer Show'95* June 21 and 2 in Edmonton.

f you don't understand terms such s GIS, Internet, multi-media and BS, this is the place to learn," says **ave Scott** of engineering services, ne of the show organizers.

Note the dates have been changed June 21 and 22," he adds.

ne first ever computer open house atures various types of equipment, computer programs, systems and services that staff use in the department.

"It's a great opportunity to learn about new technologies and meet the people who are doing it," adds Scott.

The show will be held in the mainfloor boardrooms (A, B and C) from 9 a.m. through 4 p.m. on both days.

For more information, contact Scott in Edmonton at 427-2181 or 147-2181.

Employee Recognition Week June 12 - 15

Deputy Minister's Column

September 1 marks the 90th anniversary of the Alberta Department of Agriculture's formation. Agriculture was one of the new province's first departments when Alberta joined Confederation on that date in 1905.

Ninety years of serving the agriculture and food industry in Alberta is worth celebrating. Plans are underway to recognize our past and celebrate our future early in September.

Evelyn Shapka has agreed to co-ordinate departmental activities. If you have any ideas about how we should honor the relationship between the department and the industry it serves — now and in the future — feel free to call her at 427-2417 or 147-2417.

In 1905, the department's diverse activities included crop production, noxious weeds, agricultural education, livestock, agricultural fairs, dairying, public health, vital statistics and hospitals. Needless to say, the department had changed significantly by the time I first joined it in 1968 and had changed even more when I returned to it in 1982. In the last 13 years, it's changed some more.

Change has been a constant department feature for these 90 years. The department has survived and prospered by adapting to its environment and by remaining responsive, innovative and dedicated to the industry it serves.

Department staff are themselves change agents. They respond to the changing needs and aspirations of their customers with initiative and innovation.

Change will continue to be department characteristic in the next 90 years. The department will survive and prosper because its staff is capable of adapting to new environments.

And because ours is more than just a job, it's a commitment.

C.D. Radke

Agknowledgement board

- UFA, a project partner in *The Way We See It*, recently sent thanks to the farm safety program. Jim Watt, senior member relations co-ordinator for UFA, cited "the excellent and tireless work of your group helped insure the phenomenal success we all enjoyed.

  "The success was due, in a big way, to the creativity and total devotion of **Jacqueline Galloway**. Working with Jacqueline, you [**Solomon Kyeremanteng**] and Alberta Agriculture was an enjoyable, educational and rewarding experience for all of us...

  "We look forward to a lasting and growing relationship with Alberta Agriculture."

- **Peter Dzikowski**, the department's weather resource specialist, has been selected as the *Graham Walker Memorial Award* winner by the Canadian Society of Agrometerology. The honor recognizes an individual who has contributed to "excellence in the understanding of agrometeorology, especially in the area of interactions between plants and the environment."

  The award recognizes a young working scientist at a career stage which still holds much future promise. Dzikowski was selected for his contributions to operational agrometerology in both Alberta and Nova Scotia, completing agroclimate atlases and involvement with the expert committee on agrometorology. He'll be presented with the award next month in Ottawa.

- *We do make a difference. Being "from the government" often doesn't net much thanks, but we serve anyway. The Agknowledgement Board is a way to recognize staff who have made a difference. Items can be kudos from colleagues, results from conferences, a nod of recognition or anything else that has given you or another staff member a fuller heart, lighter step or broader grin. Please submit your suggestions to the* ***Agknowledge*** *editor.*

HM for department

While the department didn't win a *Premier's Award for Excellence*, we did receive an honorable mention.

Some 45 submissions were made for the award that honors public service employees who demonstrate superior customer service and business practices. Alberta Agriculture, Food and Rural Development and Alberta Labour both received honorable mentions.

"The fact that we received an honorable mention is a credit to the work all of you have done in developing and implementing our business plan," says deputy minister **Doug Radke**.

"We will enter initatives in future years. Given our concern for our customers and our drive for continuous improvement in buisness practice and our work environment, I expect we will be successful," he adds.

pin-ups

15-years

Betty Atkinson, administrative assistant to the assistant deputy minister field services, Edmonton.
Marilyn Bruha, admin. support, field services, Camrose
Dennis Holowaychuk, land resource agrologist, public lands services, Bonnyville
Mel Miller, acting director communications division, Edmonton
Pat Ramsey, beef specialist, field services, High River

30-years

Donna Bagden, extension specialist, field services sector, Edmonton

Staff who received long-term service awards will be ***agknowledged*** *in this column. The awards now start at 5 years of service. A special section of awardees is planned for the July issue. For more information, contact Rick Pixley in human resources at 427-2111 or 147-2111.*

The ears have it

The southern region found a small snag in the great idea of giving five and 10-year service pins.

The new pins weren't ready when **Les Lyster**, assistant deputy minister, attended the southern regional meeting in late May. But thanks to the ear-genuity of the **Vulcan district office staff**, replacement pins were found.

Staff "ear"ning their five or 10 y"ear" pins were presented with a tastefully decorated Vulcan ear. Lyster also got a pair of the Vulcan ears as a reminder of Vulcan and the south's regional meeting.

On the Move

Welcome and congratulations to the following people who have joined the department: **Sandra Honour**, vet pathologist, animal health laboratories, Airdrie; **Julia Keenliside**, swine veterinary researcher, pork, poultry & horse unit, Edmonton; **Roy Kirkwood**, swine research vet, pork, poultry & horse unit, Edmonton; **Richard Lussier**, crop specialist, Spirit River district office; **Roderick Maclean**, irrigation specialist, irrigation branch, Brooks district office; **Julie Toma**, farm input statistician, market analysis & statistics branch, Edmonton; **Donald Noot**, lab scientist, animal health laboratories, Edmonton; **David Samm**, crop specialist, Camrose; **Wade Stern**, brand inspector, livestock marketing services branch, Strathmore; **Bonnie Weber**, administrative support, engineering services branch, Edmonton; **Peggy Yakabuski**, technologist, Alberta Agriculture Research Institute, Edmonton; **Stan Ziemniak**, food chemist, food quality branch, Edmonton. Correction from last month **Sandra Hamelin**, joined the human resources branch not information technology services.

Congratulations to staff who have transferred to new jobs in the department. **Carol Bettac** is new the section head for program co-ordination for the conservation and development branch. She was northeast conservation co-ordinator in Vermilion. **Paul Graveland** was technologist in land evaluation and reclamation branch moved to the Alberta Agriculture Research Institute. **Linda Hawk**, former R.D.S. in Spirit River, will manage and develop a departmental corporate communications plan. She's based in the communications division in Edmonton. **Ma Mel Kwoon**, administrative support, has gone from animal industry division to processing services at Edmonton headquarters. **Joanne Phillips** made the opposite move from processing services to animal industry division. **Rhonda Wehrhan**, has taken a development assignment as a member of the policy secretariat. She was a resource planner in resource planning branch. **Darcy Willis**, senior trade policy analyst in policy secretariat, has taken a development assignment as acting resource planning branch head.

Good bye and good luck to the following people who've left the department: **Ron Clarkson**, administrative officer, conservation and development, Edmonton; **Tony Klassen**, systems analyst, conservation and development, Edmonton; **Marj Loov**, administrative support, Alberta Dairy Control Board, Wetaskiwin; **Arron Madson**, personal development specialist, home economics and 4-H branch, Edmonton.

Our grads

Congratulations to: **Judy Shipley-Smith**, family business specialist in Airdrie, who recently completed an MBA majoring in human resources at the University of Calgary. **Sherrill Strauss**, of the publishing branch, who aced her print and graphic arts apprenticeship exams.

Staff have started to take advantage of the thank-you cards developed by the ***employee recognition team****. The specially designed cards can be used to thank a colleague. It's your choice whether or not to send a detachable portion to the* ***human resources branch*** *with details of the thank-you. Your branch or division should have a supply of the cards. If you need more, contact the human resources branch.*

Group recognition nominations abound

They number from three to 30 members and have one thing in common — they're groups singled out as nominees for the department's new group achievement recognition award.

A total of 17 groups and almost 200 department staff were nominated by their colleagues for providing excellent service to clients through teamwork. [See box with list of nominees.]

Six groups will be selected to receive recognition awards later this month at the annual department managers' conference.

A variety of groups — from day-to-day, ongoing units to special projects, and from those who serve internal to external clients — were nominated.

"We were pleasantly surprised by the number of nominations given the tight timelines," says **Barb Stroh**, member of the **employee recognition team.** "We anticipate there will be many more for '96."

"The numbers also made the job of reviewing and evaluating bigger," she adds. "But it was exciting to see the depth and range of what staff have accomplished."

"It was great to see that many administrative support and technical staff were recognized for their behind-the-scenes activities," adds **Sue Bohaichuk**, another member of the employee recognition team.

Nominations are now open for the 1996 group achievement recognition awards.

The nominees are...

The Transition Team — Southern Region

Bruce Cairns
Lowell Calder
Brenda Chmielewski
Tracy Dow
Jack Hazelwood (ex-officio)
Brenda Lea MacPhail (chair)
Jo Matlock
Lynne Nieman
Brian Palichuk
Mary Rempel
Blair Shaw
Darlene Stovel
Don Young (ex-officio)

Behind-the-Scenes Agri-News Team

Stacey Feniak
Miles Poliak
Joyce Reed
Ada Serafinchon
Diane Wells
Sherrill Strauss
Dylan Thomas

Alberta Cattle Commission Producer Vote Team

Pat Collins (team leader)
Mary Zvonkovic
Maura Yakabuski
Pat Jones
Gloria Wilkinson
Gail Zurfluh
Debi Lawrence
Shelley Gratix
Stacy Tames
Faye Matiejewski
Elaine Bryson
Linda Mason
Debbie Van Gaalen
Cindie Conlon
Pat Chornohus
Diane Aves
Anne Vincent
David Hirch
Marge Kobewka
Wayne Goruk
and approximately 150 district staff

Agroforestry Unit, Crop Diversification Centre, North

Brian Breneman
Rulie Bok-Visser
Crystal Moore
Simone Dalpe
Helen Rekrub
Cecilia McIsaac

1995 Managing Agriculture for Profit Conference Committee

Judy Shipley Smith (chair)
Jo-Ann Hall
Doug Barlund
Alan Ford - AFSC
Jean Thompson - AFSC
Lynn Stegman
Ted Ford
Dale Kuly - AFSC
Dave Orey
Jim Reynolds - AFSC
Brenda Ralston Chalmers
Curtis Weeks
Kathy Lowther
Lynne Poole
Donna Fleury (Contract)

Administrative Support Group, Marketing Services Division

Bernice Albrecht
Leila Ahmed
Kathy Czuy
Ava Duering
Marcy O'Connor
Shirley Phillips
Roseline Sopario
Cindy Telford
Mi Tsui
Susan Yiu

Food Processing Development Centre Staff

Peter Davies
Susan Lutz
Connie McPherson
Gladys Osborne
Murray Fierheller
Karen Erin
Bob Gibson
Bob Myers
Henri Vincent
Morris Friske
Jacqueline Gelfand
Lorea Ladner
Sam Jadhav
Ron Pettitt
Fern Lindholm

Beef Specialist Training Group

Susan Markus
John Van Keulen
Freeman Iwasiuk
Rod Carlyon
Delyn Jensen
Brian Palichuk
Trevor Yurchak
Tennis Marx
Ken Ziegler
Dale Zobell
Trevor Jones
Jim Hanson
Brian Koberstein
Don Christensen
Lloyd Giebelhaus
Don Milligan
Harry Brook
Dennis Lowry
Josie Van Lent
Terry Holmgren
Rob Hand
Erasmus Okine
Pat Ramsey
Donna Bagdan
Gary Mathison
Rick Corbett
John Basarab
Brenda Chalmbers
Brian Laing
Lorraine Doepel

Farm Management Advisory Committee Staff (southern region)

Graham Gilchrist
Lynne Nieman
Ron Woolf

Public Lands Revolving Fund Task Group

John Laarhuis
Carol Titosky
Bill Irvine

Beef Product Team

Cornelia Kreplin (chair)
Don Scheer
John Basarab
Ross Gould
Rick Frederickson
Ken Gossen
Bob Gibson
Myron Bjorge
John Drozdiak
Dale Engstrom
Frank Kehoe (facilitator)
Rod Bennett
Brian West
Freeman Iwasiuk
Harry Brook
Rod Carlyon
Bill Irvine
Don Milligan
Ralph Shute
Dale Zobell
Darrin Chase

Dairy Product Team

Brian Cameron
Terry Appleby
Ed Bristow
Rick Corbett
Jacqueline Gelfand
Al McNeil
Gerald Ollis
Don Scheer
Matt Schoonderwoerd
Kim Whitehead
Wayne Winchell

Oilseed Team (OT)

Phil Thomas (chair)
John Larson
Peter Davies
Denise Maurice
Murray Hartman
Bill Chapman
Dave Spencer
Ieuan Evans
John Zylstra
Elton Dunk
Kent MacDonald
Ron Popek
Brian Kennedy

Special Crops Product Team

Tom Krahn (chair)
Beata Lees
Connie McPherson
Jerry Shimeck - Ag. Canada
Ken Lopetinsky
Bob Park
Mike Pearson (facilitator)
Refe Gaudiel
Ross McKenzie
Wayne Goruk
Emile De Milliano
Paul Laflame
Neil Miller
Rudy Esau
Robert Maze
Nabi Chaudhary
Sheau-Fang Hwang - AEC
Bob Riewe

(cont'd on page 5)

Nominees (cont'd)

Drafting Services Unit, Conservation and Development Branch

John Bell
Gerald Stark
Ron Blize
Longin Powlowski
Ron Clouston

Regional Advisory Services Communications Task Force

Linda Hawk
Jo Matlock
Neil Miller
Glynis Falloon
Pat Klapstein
Scott Reid
Dave Orey

Project Barley Team

Ron Weisenburger
Darwin Daviduk
M. Merali (Price Waterhouse)
Don Macyk
Mel Miller
Alan Hall
Rich Ostrowski
Dennis Nicholson (PWSS)
Les Lyster
Murray Hartmen
Dennis Budney
Murray Green
Peter Dzikowski
Greg Snaith
Doug Cornell
Al Dooley
Bob Prather
Frank Jetter
Rod Rains
Ray Bassett
Murray McLelland
Jim Jones
Len Krysanowski
Shafeek Ali
Denise Maurice
Faith Beier
Gil Goudreau
Ron Pettit
Keith Toogood
Don Sass
Rick Pixley
Gerard Vaillancourt
Rob Thirlwell

NO BULL

Plain Language in publications

by Dave Orey

Improving educational and promotional publications is the third phase of the Alberta government's *Plain Language Initiative*. Phase one was *Plain Language* awareness and training, and phase two featured forms revision.

Since December, our department's *Plain Language* publications subcommittee has been gathering, studying and evaluating the department's publications.

The process is now in its final stages as the subcommittee is set to report its findings and recommendations to the *Plain Language* co-ordinating committee. Subcommittee members are **Nabi Chaudhary**, production economics; **Ron Hockridge**, field services, Wetaskiwin; **Carly King**, conservation and development; **Jan Patterson**, public lands; **Arron Madson**, home economics and 4-H; and, chair, **Dave Orey**, publishing.

Over the last six months the subcommittee has collected sample publications, develped an evaluation system, studied publications, identified areas for improvement and made a list of recommendations designed to improve materials produced by the department.

Keeping in mind the intended audience and purpose of each publication, the subcommittee evaluated a cross section of books, booklets, manuals, factsheets, newsletters, brochures, pamphlets, ads, posters, partnership publications and news releases.

Publications were rated on a scale of one to five, with one as poor and five as excellent. The subcommittee examined the publications for clear word usage, document structure, simple and brief writing, completeness, tone and design.

Although there is room for improvement, most publications scored well. The members of the subcommittee hope their recommendations will lead to further improvements in the deparment's publications.

Dave Orey is a publications editor in the publishing branch. He chaired the Plain Language publications subcommittee.

Golfing ace at tourney

Barb Heitzman almost missed the annual department golf tournament, but didn't miss her shot on the Camrose course's seventh hole.

Heitzman, of the research division, hit a hole-in-one and also claimed the ladies' longest drive.

Complete results from the annual tournament will be in next month's ***Agknowledge***.

There are work proposals and then...

...there are proposals at work. ***Brenda Scott***, of information technology services, (above right) got the latter on June 6. At left is her fiancé Barry Yurchi. They shared their celebration with Scott's colleagues.

Public lands says goodbye to Fischer

Public lands bid farewell to one of its own at a retirement party for **Vic Fischer**.

Fischer spent the last 26 years as a supervisor and then manager of the northwest grazing reserve program. He started his government career as a forest officer in 1957. In 1964, he left for private sector ranch management jobs in Niton Junction and then Ponoka. He joined public lands in September 1969.

***Vic Fischer** (right) accepts a retirement gift from **Ron Ball**, head of public lands northeast region. The package had an appropriate picture of cowboys and horses.*

Among Fischer's accomplishments were co-ordinating the design and implementation of the Blackfoot Grazing, Wildlife and Provincial Recreation Area. He also was instrumental in designing the provincial grazing reserve circular corral system and assigned ear tagging system.

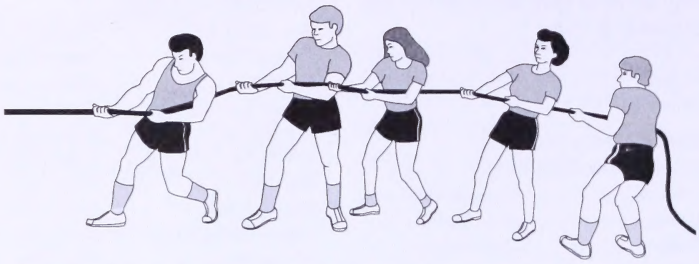
Fabulous film offer

Regional meeting? Retirement party? Hijinks? Recognizing pin recipients? Golf tournament?

Agknowledge has a deal for you. We'll send you the film and a tip sheet about taking candid and presentation shots. You send the film back to be developed and we'll use suitable pictures for **Agknowledge**. When we're through, we'll send you back all the pictures and the negatives.

For more information, and to order a film, call **Cathy Wolters** at 147-2121.

The Team Corner



Product concepts, conference and communication

One of the most visible accomplishments of the **special crops product team** is a conference it's organized for Calgary in July.

Special Crops Conference: Opportunities and Profits will run July 25 through 27. It's been eight years since the last provincial conference on special crops. In that time both production and interest in non-traditional crops has increased significantly.

Generally, special crops are considered crops that aren't traditional cereals and oilseeds or horticulture crops. Less than 300,000 acres of special crops were grown in the province in 1987. Alberta farmers now grow nearly triple that amount with an estimated farm gate value of $100 million.

However, planning a conference isn't the only thing that's occupied the 20-person team. Since it was established a year ago, the team has completed an extensive industry consultation and prepared a detailed summary of the feedback. This includes industry expectations and prospects. Team chair, **Tom Krahn**, describes the general industry outlook as positive.

"The team's also looked at where it fits into those expectations and sees itself related directly to crop diversification in the province," says Krahn.

Team members are: special crop specialists **Beata Lees**, **Ken Lopetinsky**, **Emile deMilliano**, **Paul Laflamme**, **Neil Miller**; **Connie McPherson**, Food Processing and Development Centre, Leduc; **Bob Park**, supervisor of special crops, Field Crops Development Centre, Lacombe; **Refe Gaudiel**, head of special crops, and **Rudy Esau**, weed scientist, Crop Diversification Centre, South, Brooks; **Ross McKenzie**, supervisor of crop nutrition, Lethbridge; **Wayne Goruk**, central program support, Edmonton; **Robert Maze,** project engineer, Farm Machinery Research Centre, Lethbridge; **Nabi Chaudhary**, manager of horticulture and special crops, production economics branch, Edmonton; **Bob Riewe**, irrigation management specialist, Lethbridge; **Dave Rous**, trade director, marketing services division, Edmonton; **Tom Sydness**, food safety co-ordinator, Edmonton; and, team facilitator **Mike Pearson**, resource planning branch, Edmonton.

The team includes two non-department members — Jerry Shimeck of Agriculture and Agri-Food Canada and Sheau-Fang Hwang of the Alberta Environmental Centre.

While project details are now confidential, the team is assisting with the development of a new value-added pulse product.

As well, the team was one of two product teams to develop a team information folder for the AS/400 system.

The Team Corner is a continuing series about the 13 commodity specific product teams with government and industry members. These teams were an outgrowth of the Creating Tomorrow process.

FOIP and You

by Sheila Devereux

Question: *A private consultant recently asked me for copies of overheads I used in a presentation. Given FOIP's access requirements, would I have to give the overheads to him? What about other materials developed by staff such as slides and computer programs. Are they accessible and when can we charge money for them?*

Answer: The overheads, slides or computer programs are accessible to the public under the Freedom of Information and Protection of Privacy Act. They are **recorded information** and are in the **custody** of the department.

To protect intellectual property created by employees and deemed to have current or potential value, the department has developed a protection of intellectual property policy. It states: *Authority to establish the right to use and to determine the appropriate charges for use of intellectual property shall be delegated to the director level or designate, based on departmental guidelines.*

Department guidelines for administering this policy are being developed by an advisory committee appointed by the department's executive committee.

If you have questions about the status of this project, contact Scott Reid, publishing branch head, at 427-2121 or 147-2121.

Question: *What happens if a person makes a formal FOI request and refuses to pay for the information? The request procedure outlined in the* ***INFORM*** *newsletter shows collection of fees are one of the last actions. By that point, many hours of staff time could have been spent preparing the information for release.*

Answer: This situation can't be completely avoided. The first responsibility of the program areas is to "find the information, copy and estimate the time that will be required." As soon as the cost is calculated, the person who made the request is told.

At this point, the requester may decide to narrow the request, cancel the request or agree to pay the estimated fee.

This is one of the reasons why it's so important that staff know **what records exist** and **where the records are**. Staff efforts to locate the information must be documented. For example, what storage areas were searched and how much time did the search take?

Sheila Devereux is co-ordinating the Freedom of Information and Protection of Privacy Act (FOIP) unit for our department. In this column she'll answer questions about FOIP. If you have a question, contact her at 427-2127 or 147-2127. Look for the ***INFORM*** *newsletter for more information about FOIP.*

Way to grow — a testimony for Toastmasters

It sounds ironic. You join an organization renowned for public speaking and wind up a better listener. **Wayne Goruk**, of central program support in Edmonton, doesn't see irony, just logic.

While joining the Ag-Lib Toastmasters group at department headquarters has helped him to overcome his fear of public speaking, that isn't all he's gained from his membership. It's been a comprehensive "way to grow".

"Since I started with Toastmasters I have become a much better listener. This happened partly because of impromptu speaking, but mostly because I evaluated many speeches. As an evaluator you are forced to become a skilled listener so that you provide accurate feedback to your fellow club members," Goruk says.

The Toastmasters' program offers its members an opportunity to gain confidence and improve both communication and leadership skills. Communication skills are enhanced through prepared and impromptu speaking. Goruk also discovered hidden creativity when he started to write his speeches.

For Goruk, leadership came with serving on the club executive. Currently he's vice-president of membership. Before taking on his duties, he received training about job responsibilities and teamwork. "The combination of training and on-the-job experience helped me reach my objectives and achieve club goals," he says.

For more information about the Ag-Lib Toastmasters, call Goruk in Edmonton at 422-5879 or 142-5879. Or, for information in your community check the telephone listings under *Toastmasters*.

New records management policy coming

Last month's ***Agknowledge*** promised a feature on records management. However, because new policies are still in draft form, the feature is on hold. In the meantime, if you have any questions about office clean-up and the proper way of handling old records, contact **Marie Sawka** or **Lyne Gauthier** at 427-2151 or 147-2151.

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